

**CITY OF DUBUQUE  
HUMAN RIGHTS COMMISSION  
MEETING MINUTES OF  
December 9, 2013**

Commissioner Allen called the meeting of the Dubuque Human Rights Commission to order at 4:30 p.m. on Monday, December 9, 2013, at the City Hall Annex, 1300 Main Street, Conference Room II, Dubuque, Iowa.

**Roll Call:**

Present:	Anthony Allen, Chair Andrea Beacham Andrea Helgager Howard Lee	Jeff Lenhart Tom LoGuidice RRS Stewart
Absent:	Miquel Jackson	
Staff:	Carol Spinoso Manisha Paudel	Kelly Larson

**Approval of Minutes:**

Commissioner Beacham moved to approve the meeting minutes of November 18, 2013. Commissioner Lenhart seconded. All in favor.

**Reports:**

Caseload Report

The November Caseload report will be provided at the January 13<sup>th</sup> meeting.

Chairperson's Report

Commissioner Allen stated that he was pleased with the outcome at goal setting. He will be meeting with the Chief of Police and the City Manager to discuss moving forward with the new name and process changes for the Dubuque Community & Police Review Committee (DCPR), the former DCAP. He is also meeting with the Black Men Coalition related to the All Africa event on December 12<sup>th</sup> at the MFC, where they will welcome the Nigerian Ambassador Geoffrey Teneilabe. The Safe Community Advisory Committee made a request to the City Council to not re-empire the committee for 2014 as the majority of the Safe Community Task Force recommendations have been or are being implemented.

Director's Report:

Staff has asked Jessica Rose from the Community Foundation to attend the January meeting to provide some background on the Inclusive Dubuque initiative. Kelly sits on the Governance Committee on the MFC Board. They have had many changes on the board, including hiring a new director, over the last few months so they are working to get a stronger structure working with the board. As part of that they are working on branching out to do more programming and trying to draw community members in to serve on the various committees.

MLK breakfast registration information is available and people can register online through the Community Foundation. The event will be held on January 20<sup>th</sup> at 7:00 a.m. at the Grand River Center.

Andre is presenting ICC training to Senior High School administrators and staff.

### New Business:

## Meeting with Police Chief and City Manager

In follow-up to last month's discussions regarding the ACLU report, Chief Dalsing was invited to address the local racial arrest disparities and the City Manager and Housing and Community Development Director were invited to provide an update on the HUD findings regarding disparities. The City Manager shared the following documents with the Commission: 1) 2013 City Council goals and priorities that addresses Dubuque being a more inclusive community with a goal of addressing racial profiling; 2) list of the sixty Safe Community Task Force recommendations; 3) flyer on the Bee Branch Watershed Flood Mitigation Project which will help some of the most economically challenged neighborhoods in the City and will make a significant impact on the quality of peoples' life; 4) comparative statistics showing participation in various City programs in 2009 and 2013; and 5) arrest records. He stated that they will be purchasing new software to better track the arrest statistics.

Chief Dalsing referenced the sixty SCTF recommendations stating that the overall theme was looking to better the community and opportunities for people, and that the recommendations have been addressed to some degree. Approximately 10 – 15% of the sixty recommendations were true police issues that needed to be addressed. Moreover, the task force recognized that it was more than just a crime issue, that progress would require a community-wide effort. He mentioned that he had reviewed the ACLU study and that he is working on a project with another group where they are looking at disparities in arrest records and traffic stops for a five year trend which wouldn't be completed until after 2013. Once the report is completed he will share it with commissioners. He will provide a report on Dubuque arrests using the entire drug spectrum breaking it down by race. Issues he is dealing with are having a young department with 50% of his officers having less than ten years of experience. There is the false information that circulates through social media that is harmful, and the recruitment efforts to attract minority officers has been challenging for a variety of reasons. Some progress has been made in revising the Civil Service process so that people are not omitted solely based on a written test score.

### **Old Business:**

### Review and Discuss Goals

Due to the length of the meeting, the Old Business items will be tabled until the January 13<sup>th</sup> meeting. Commissioner Stewart requested to review the ordinance sections under Rule of the Month. Commission consensus at their goal setting session was to discontinue the ordinance review.

Commissioners will meet at 3:15 on Wednesday, December 11, 2013 to review and finalize the goals established at their December 7<sup>th</sup> session.

### **Adjournment:**

Motion to adjourn by Commissioner Beacham, second by Commissioner Lee. All in favor. The meeting of the Human Rights Commission adjourned at 5:50 p.m.

The next regular meeting is scheduled for Monday, January 13, 2014.

Minutes approved as submitted:

Minutes approved as corrected: